

**CONFIDENTIAL**

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

DD / S R E G I S T R Y

FILE *Training 3-1*

FROM: Acting Deputy Director for Support

EXTENSION

NO.

Hqs

DATE

28 AUG 1972

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1. Deputy Director of Training

To 1 -

The Director of Personnel tells me that the problem of numbers has been or is in the process of being resolved for the current classes. I presume that the CTP staff will continue discussions with DD/P representatives to determine the requirements for future classes. It should be noted that the DD/S, in a memorandum for the DD/P dated 30 August 1971, with copies to the Director of Training and the Director of Personnel, said that the CT Program staff anticipated requirements for the next three classes (through January 1973) to be 15, 17, and 16, respectively.

*151 RSW*  
Robert S. Wattles

Att

DD/S 72-3286

cc: Director of Personnel

ADD/S:RSW/ms (28 Aug 72)

Distribution:

Orig RS - Adse, w/Orig Att

1 - DD/S Chrono

1 - DD/S Subject, w/cy of Att  
& Background

1 - RSW Chrono

DD/S 72-3286: Note fr DDTR w/att

Memo dtd 18 Aug 72 for DTR fr Chief, Career Training Program, subj: Possible CS Approval of Only Nine CT's

Approved For Release 2003/01/27 : CIA-RDP84-00780R000500030001-5

CT papers

Want go to HBF  
with question

RSW /  
would you ask  
Harry pls.?

24 AUG 1972

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: Chief, Career Training Program

EXTENSION

NO.

DTR-7830

C of C

DATE

18 August 1972

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1. DDTR

18 Aug 72

2.

3. DTR

✓

4.

5. DDS

6.

7.

8.

9.

10.

11.

12.

13.

14.

15.

18 Aug 72

The DTR has seen this and asked that I relay it to Mr. Coffey.

To 5: As soon as we know the CS plans regarding the number of ETRs they will accept, we will inform you. A final decision should be made early next week - 21 August.

DD/S Distribution:

1 xerox - D/Pers, w/cy of Att  
(DD/S 72-3286)

Orig - return to DDTR, w/O of Att

1 - DD/S Subject, w/cy of Att

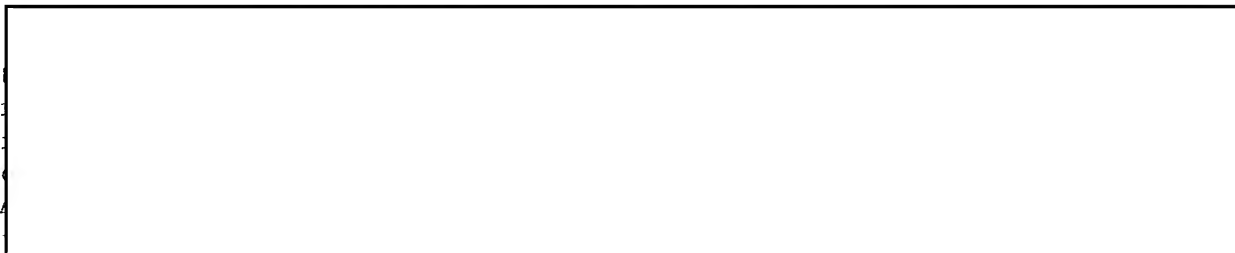
18 August 1972

MEMORANDUM FOR: Director of Training

SUBJECT : Possible CS Approval of Only Nine CT's for the  
September BOC

1. In a memorandum dated 30 August 1971 (DDS-3398) the DDS informed the DDP that we estimated 16 CT's from the July 1971 Class and 15 from the January 1972 Class would be headed for the Clandestine Service. We have used this memorandum as a basic planning document. The July 1971 Class has completed the BOC and the figure of 16 proved to be exact for numbers of CT's from that Class assigned to the CS. A special CS Panel is now interviewing candidates from the January 1972 Class for the September BOC. On 14 August the Chief, Junior Officer Affairs informed me that only nine of the 19 CT candidates would be approved for the September Course because the DDP would accept only 25 CT's during FY 1973. I stated that we had not been informed of this officially and as there is no record of disagreement with the DDS memorandum of 30 August 1971 we have considered the numbers cited in that memorandum as acceptable to the DDP. The Chief, Junior Officer Affairs acknowledged that there was no documentation on record instructing us to proceed otherwise.

2. At the close of business 17 August I met with the Chief, Junior Officer Affairs for an update on where we now stand on this question. He informed me that the CS Panel intended to rank the 19 CT's appearing before the Panel and submit these recommendations along with the DDS Memorandum of 30 August and commented that the CS is in a tenuous position to approve fewer than 15 CT's for the BOC if the Panel interviews clearly indicate at least this number qualify for BOC instruction. I told him that OTR was deeply concerned about this development and we were planning to discuss it with the DDS. [redacted] asked me not to prepare a formal memorandum until the Panel had completed interviewing the CT's. I told him I would inform the DTR of our conversation.



25X1

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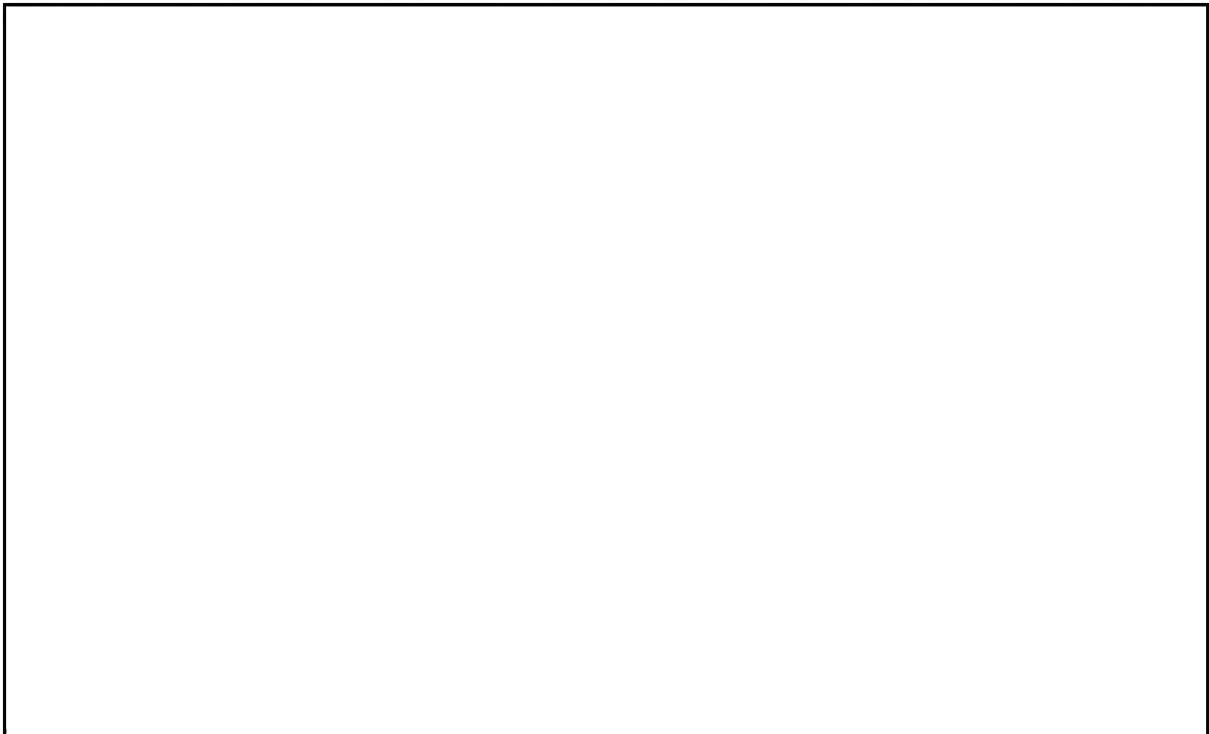
SUBJECT: Possible CS Approval of Only Nine CT's for the September BOC

X1 4. [ ] The Panel feels [ ] has excellent reports officer potential and is encouraging [ ] to enter the DDP in that capacity, but without the BOC because of the high number of applicants for the Course. I think [ ] does have good reports officer potential but feel that he would derive great benefit from the BOC which would give him practical experience in using agents to produce reports.

25X1  
25X1

X1 5. I am concerned that the current preoccupation with the apparent limited BOC enrollment will adversely affect the proper placement of the January 1972 CT Class. It would obviously not serve the interests of the Agency if the Panel is overly influenced by restrictions on BOC enrollment. There are highly talented CT's in this Class who could serve in either the DDI or DDP; they want to serve where they can be most effective and make the greatest contribution to the Agency. Here are four examples:

X1



6. This CT Class has been selected with great care and have done well on their interim assignments. OTR should now make it clear to the DDP that we can provide adequate opportunity to test CT's in

CONFIDENTIAL

~~CONFIDENTIAL~~

SUBJECT: Possible CS Approval of Only Nine CT's for the September BOC

practical training situations even if it places a greater workload on the operational training staff. The number of openings in the next BOC should not be a primary factor in CT's selection if they are otherwise qualified and want the chance to show what they can do.



Chief, Career Training Program

25X1

<sup>3</sup>  
~~CONFIDENTIAL~~

FILE

*Training 3-1*

Mr. Colby

This confirms that I spoke both to DD/P and DD/I before signing the attached. DD/P indicated agreement under the caveat specified, e.g., that no commitment on his part is involved in the new hires. He did say that he hoped those brought on board would be the best qualified of the candidates and not those whose papers have been in process for the longest period. DD/I had no problem with the planned action.

(Signed) John W. Coffey

John W. Coffey

12 OCT 1971

cc: D/P

*DR*

DD/S:JWC:llc (12 October 1971)

Distribution:

- O - Addressee w/att
- 1 - DD/S Chrono
- ~~1~~ - DD/S Subject
- 1 - D/P

Att: DD/S 71-3914, Memo for D/P frm DD/S subj: Entrance on Duty of Career Trainees dtd 12 October 1971

Director of Personnel

[Redacted]

Harry:

For your information. When I talked to DD/I about the January '72 CT class he mentioned that he foresees a need to reopen recruitment of economists. The statement seemed to be in terms of having to convince you to agree that this action is necessary. I told him that under the rules you would certainly be responsive to designation by him as DD/I of this as a critical category. I also mentioned the possibility that among the many CT candidates there could well be graduate economists who would be of interest.

Att: cc Blue Note to Mr. Colby

John W. Coffey  
Deputy Director for Support

(signed) John W. Coffey

[Redacted]

DD/S:JWC:llc (12 October 1971)

Distribution:

- O - Addressee w/cc att
- 1 - DD/S Chrono
- ✓ 1 - DD/S Subject



**CONFIDENTIAL**

DD/S 71-3914

12 OCT 1971

MEMORANDUM FOR: Director of Personnel

SUBJECT : Entrance on Duty of Career Trainees

1. In order to avoid a hiatus in the Career Training Program, you are authorized to enter on duty up to 15 new Career Trainees for the class which begins in January 1972. These will of course be charged to the Career Training Program ceiling.

2. The above does not constitute or imply commitment on the part of the DD/P or the DD/I to accept upon completion of training and interim assignments any of these CT's. To the extent that any directorate enters as internal CT's officers currently occupying directorate ceiling positions it would be expected that the directorate concerned will accept from the January 1972 class at least an equivalent number of CT's upon completion of the training cycle--to do otherwise would result in what we would believe an inequitable credit against FY 72 ceiling reductions for the particular directorate.

(signed) John W. Coffey

John W. Coffey  
Deputy Director  
for Support

cc: A-ExDir-Compt

DD/I

DD/P

DTR

DD/S:JWC:maq (8 Oct 71)

Distribution:

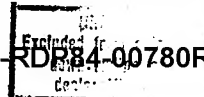
Orig - Adse w/O & 1 ccy DD/S 71-3835 (NOT LISTED AS ATTACHMENT PER

✕ - DD/S Subject w/ccy DD/S 71-3835 MR. COFFEY)

1 - DD/S Chrono w/ccy DD/S 71-3835

DD/S 71-3835: Memo dtd 1 Oct 71 for DD/S fr D/Pers, same subj


**CONFIDENTIAL**



Mr. Coffey -

Mr. Cunningham read the attached memo and left the following note:

The draft is fine and I agree with the problem of internals. [ ] is drafting a letter for my signature as a result of the discussion yesterday but not knowing that you have the authority to authorize personnel to fill the 15 slots I suppose the letter should have been addressed to ExDir. I wonder whether you need any letter at all now in view of the draft and the fact that I support the background memoranda which were submitted during my absence.

A handwritten signature in dark ink, appearing to be 'Lorraine', with a stylized, flowing script.

Lorraine 10/8/71

~~CONFIDENTIAL~~

DD/S 71-3914

*WISITOR OK*

MEMORANDUM FOR: Director of Personnel

SUBJECT : Entrance on Duty of Career Trainees

~~REFERENCE~~ ~~Memo dtd 1 Oct 71 for DD/S fr D/Pers, same subj~~

1. In order to avoid a hiatus in the Career Training Program, you are authorized to enter on duty up to 15 new Career Trainees for the class which begins in January 1972. These will of course be charged to the Career Training Program ceiling.

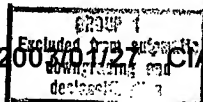
2. The above does not constitute or <sup>imply</sup> ~~infer~~ commitment on the part of the DD/P or the DD/I to accept upon completion of training and interim assignments any of these CT's. To the extent that any directorate enters as internal CT's officers currently occupying directorate ceiling positions it would be expected that the directorate concerned will accept from the January 1972 class at least an equivalent number of CT's upon completion of the training cycle--to do otherwise would result in what we would believe an inequitable credit against FY 72 ceiling reductions for the particular directorate.

John W. Coffey  
Deputy Director  
for Support

~~Att: Ref Memo~~

cc: ~~A~~ ExDir-Compt  
DD/I  
DD/P  
DTR

~~CONFIDENTIAL~~





DD/S REGISTRY

FILE

Training 3-1

DD/S 71-3398

30 AUG 1971

## MEMORANDUM FOR: Deputy Director for Plans

Tom:

Here is the information you requested concerning  
Career Trainees who are headed for Clandestine Service:

<u>Class</u>	<u>Number of CT's</u>	<u>Est. Transfer CS Rolls</u>	<u>Remarks</u>
July 70	9	October/November 71	Directorate assignments firm
Jan 71	18	May/June 72	Directorate assignments tentative
July 71	16	August 72*	Directorate assignments tentative

\*If essential to CS planning transfer could be effected at end of FY 72.

I can confirm that no new commitments will be made until further decisions are made. The CT Program Staff had anticipated CS requirements for the next three classes to be January 72 - 15, July 72 - 17, January 73 - 16.

(signed) John W. Coffey

John W. Coffey  
Deputy Director  
for Support

cc: DTR  
D/P

DD/S 71-3398

MEMORANDUM FOR: Deputy Director for Plans

Tom:

Here is the information you requested concerning  
Career Trainees who are headed for Clandestine Services:

<u>Class</u>	<u>Number of CT's</u>	<u>Est. Transfer CS/Roles</u>	<u>Remarks</u>
July 70	9	October/November 71	Directorate assignment <sup>6</sup> firm
Jan 71	18	May/June 72	Directorate assignment <sup>5</sup> tentative
July 71	16	August 72*	Directorate assignment <sup>5</sup> tentative

\*If essential to CS planning transfer could be effected at end of FY 72.

I can confirm that no new commitments will be made until further decisions are made. The CT Program Staff had anticipated CS requirements for the next three classes to be January 72 - 15, July 72 - 17, January 73 - 16.

John W. Coffey  
Deputy Director  
for Support

cc: DTR  
D/P

SECRET

DD/S 71-3391

Approved For Release 2003/01/27 : CIA-RDP84-00780R005000030001-5 6707

27 August 1971

MEMORANDUM FOR: Deputy Director for Support  
THROUGH : Director of Training  
SUBJECT : Projected Career Training Assignments by Directorate

1. Attached in response to your verbal request of 25 August are our best estimates of projected CT assignments along with the approximate dates that these individuals will be transferred to the various Directorates.

2. Members of the July 1971 class selected for the Clandestine Service would normally be transferred to the DDP in August 1972 (Fiscal Year 1973). This class could be transferred to the DDP during the last month of Fiscal Year 1972 if this is advantageous.

3. Our projected transfers for the DDP for the class of January 1972 would normally occur around March 1973. If the Career Training Program ceiling remains at 100 we could carry this group until Fiscal Year 1974 should this assist the DDP with present ceiling problems. We could also provide this service for the other Directorates. However, this will adversely affect our budget projections for FY 1973 and FY 1974.



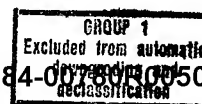
Chief, Career Training Program

25X1

Att

Approved For Release 2003/01/27 : CIA-RDP84-00780R005000030001-5

SECRET



27 August 1971

Class	Date Began	No.	Present Assignment				Probably Permanent Directorate			Anticipated Perm. Transfer Dates		Remarks
			1st Int.	2nd Int.	Post Trng.	Perm. Jobs	DDP	DDI	DDS			
Jul '68	8 Jul	70			1	1			2	DDS	Dec '71	Directorate Assignments are firm
Jan '70	5 Jan	25				2			2	DDS	Oct '71	" " " " "
Jul '70	13 Jul	22			1	13	9	3	2	DDP	Oct/Nov '71	" " " " "
										DDI	Oct '71	
										DDS	Oct '71	
Jan '71	11 Jan	27		27			18	7	2	DDP	May/Jun '72	Directorate Assignments are tentative
										DDI	Mar/Apr '72	
										DDS	Mar/Apr '72	
Jul '71	12 Jul	27	27				16	8	3	DDP	Aug '72	" " " " "
										DDI	Jun/Jul '72	
										DDS	Jun/Jul '72	
<u>Projected (Last Half FY '72 and FY '73)</u>												
Jan '72	10 Jan	25					15	8	2		March '73	
Jul '72	11 Jul	25					17	6	2		September '73	
Jan '73	12 Jan	25					16	7	2		March '74	



ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Projected Career Training Assignments by Directorate

FROM:

EXTENSION

NO.

Chief, Career Training Program, OTR

DATE

27 August 1971

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1.

EA/TR

27 Aug

2.

3.

DDTR

✓

5.

DTR

✓

7.

8. Deputy Director for Support

9.

10.

11.

12.

13.

14.

15.

UNCLASSIFIED CONFIDENTIAL SECRET

# OFFICIAL ROUTING SLIP

TO	NAME AND ADDRESS	DATE	INITIALS
1	DD/Pers Mr Fisher	SEP 27	
2	DD/Pers		
3	DD/Pers		
4			
5			
6			

ACTION	DIRECT REPLY	PREPARE REPLY
APPROVAL	DISPATCH	RECOMMENDATION
COMMENT	FILE	RETURN
CONCURRENCE	INFORMATION	SIGNATURE

## Remarks

I appreciate your reactions to each of these memos. In the first, I can't believe practicable asking ONB to except CTP from ceiling. In the second, I believe we must hold & gamble loss of a few candidates esp since

FOLD HERE TO RETURN TO SENDER

FROM: NAME, ADDRESS AND PHONE NO.	DATE
	STAT

proved For Release 2003/01/27 : CIA-RDP84-00780R005000030001-5

*we have such a large  
number lined up.*

Approved For Release 2003/01/27 : CIA-RDP84-00780R005000030001-5

WOB  
SUGGEST WE LOOK AT THIS  
AS SOON AS WE KNOW WHAT  
THE DCI DECIDES RE OMB.  
WE COULD ASK HARRY FOR  
COMMENT —

PROBABLY NEEDS TO BE A  
DEPUTIES ITEM SINCE  
CERTAINLY THE DIRECTOR  
MUST AGREE/DISAGREE WITH  
ACTION ON THE CTD.

I'LL FOLLOW UP WHICHEVER  
WAY YOU WANT —

QB

10/8/80

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM			
UNCLASSIFIED		CONFIDENTIAL	
		SECRET	
<b>OFFICIAL ROUTING SLIP</b>			
TO	NAME AND ADDRESS	DATE	INITIALS
1	<i>Mr. Hattis</i>		<i>PH</i>
2			
3	<i>Mr. Coffey</i>		
4			
5			
6			
ACTION		DIRECT REPLY	PREPARE REPLY
APPROVAL		DISPATCH	RECOMMENDATION
COMMENT		FILE	RETURN
CONCURRENCE		INFORMATION	SIGNATURE
<b>Remarks:</b> <i>I certainly agree with  OK about the CTP. I  believe the Program could  inadvertently go down the  drain unless some  exceptional efforts are  made to maintain it.</i>			
		TO RETURN TO SENDER	
		SS AND PHONE NO.	
		DATE	
		<i>20-DDS</i> <i>9-17-71</i>	
		CONFIDENTIAL	SECRET

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

Acting Director of Training

☐ Chamber of Commerce Bldg.

EXTENSION

NO.

DATE

17 September 1971

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Assistant Deputy Director for Support ☐

2.

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Bob:

I wish informally to alert you to our concern over the general welfare of the CT Program now and in the future. I do not want at this time, when we are all so occupied with the 1/10th of a grade and the 5% exercise, to muddy the waters more-- nonetheless these are important and even urgent matters for consideration. If you want a formal memo specifically asking for decisions on these questions-- will happily comply.

STAT

SECRET

DTR-6768

DRAFT 17 Sept 1971

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Future of the Career Training Program

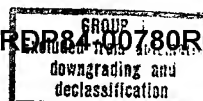
1. I am deeply concerned that the Career Training Program (CTP) may be in jeopardy because of current planning to reduce personnel. The decrease in average grade plus the five per cent strength reduction place the continued existence of the CTP in doubt. I want to acquaint you with this fact before Agency plans are firm and while there is still time for command decisions that will ensure the continuation of this useful program.

2. It is significant that neither the average grade nor the five per cent exercise will have any direct impact on the CTP. The Program can easily adjust to the decrease in average grade by simply recruiting candidates at slightly lower grades. Also, the five per cent reduction this fiscal year will be of no direct consequence to the Program because a recent reduction in the amount of training time required for each CT has correspondingly reduced the amount of time a CT must remain in the Program. In effect, this means that the current authorized ceiling of 100 is more than necessary to handle the yearly quota of 50. Actually, a ceiling of 80 would be realistic.

3. Although the direct effects of current planning may appear to have negligible effect on the CTP, the practical effects of the Directorate reductions could be catastrophic. Should the Plans and Intelligence Directorates anticipate difficulties in making their required reductions, then the usual routine acceptance of Career Trainees may be impossible for them unless some form of relief is offered.

4. While there probably are several forms that such relief could take, I suggest some type that provides for the continuing orderly transfer of CTs, in currently approved numbers, to Directorate rolls. The key factor in the plan would be a provision to permit the Directorates temporarily to exempt or to delay the counting of CTs against ceiling or strength figures. This would permit continuation of the Program during this critical period and until favorable numbers of vacancies become available in two to three years through retirements and attrition.

SECRET



~~SECRET~~

SUBJECT: Future of the Career Training Program

Hopefully, a plan of this type might be negotiable with the Office of Management and Budget as a positive means for continuing this important form of managerial development in the Agency. Otherwise, we may sacrifice a 20-year program that the Civil Service Commission has cited as one of the most outstanding of its type in the United States Government.

5. I suggest this matter of sufficient importance to be discussed with the Executive Director-Comptroller before final plans are developed for the forthcoming reduction in personnel.

HUGH T. CUNNINGHAM  
Director of Training

~~SECRET~~



STAT

Approved For Release 2003/01/27 : CIA-RDP84-00780R005000030001-5

Approved For Release 2003/01/27 : CIA-RDP84-00780R005000030001-5

DRAFT 16 September 1971

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Authority to Enter on Duty CT's

1. Since the freeze on employment we have continued to process CT applicants and at the present time these number around 85. Of these applicants four have reached the point where they are fully ready to enter on duty and two others are only waiting for the results of their medical examination. Of these six applicants two have been judged as primary candidates for the DDI, two suitable either for the DDI or DDP, one for the DDP, and one for the DDS.

2. In addition to the above six applicants we had made commitments at the time of the freeze to two others who appear to be primarily DDP oriented. However, no EOD date was established for these individuals.

3. In order not to lose these applicants we should like to have your approval to enter them on duty for the January 1972 CT class.



Acting Director of Training

25X

DD/S 71-3398

30 AUG 1971

MEMORANDUM FOR: Deputy Director for Plans

Tom:

Here is the information you requested concerning  
Career Trainees who are headed for Clandestine Service:

<u>Class</u>	<u>Number of CT's</u>	<u>Est. Transfer CS Rolls</u>	<u>Remarks</u>
July 70	9	October/November 71	Directorate assignments firm
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\*If essential to CS planning transfer could be effected at end of FY 72.

I can confirm that no new commitments will be made until further decisions are made. The CT Program Staff had anticipated CS requirements for the next three classes to be January 72 - 15, July 72 - 17, January 73 - 16.

(signed) John W. Coffey

John W. Coffey  
Deputy Director  
for Support

cc: DTR  
D/P

SECRET

SECRET

DIR-6707

27 August 1971

MEMORANDUM FOR: Deputy Director for Support


THROUGH : Director of Training

SUBJECT : Projected Career Training Assignments by Directorate

1. Attached in response to your verbal request of 25 August are our best estimates of projected CT assignments along with the approximate dates that these individuals will be transferred to the various Directorates.

2. Members of the July 1971 class selected for the Clandestine Service would normally be transferred to the DDP in August 1972 (Fiscal Year 1973). This class could be transferred to the DDP during the last month of Fiscal Year 1972 if this is advantageous.

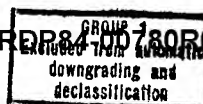
3. Our projected transfers for the DDP for the class of January 1972 would normally occur around March 1973. If the Career Training Program ceiling remains at 100 we could carry this group until Fiscal Year 1974 should this assist the DDP with present ceiling problems. We could also provide this service for the other Directorates. However, this will adversely affect our budget projections for FY 1973 and FY 1974.

  
Chief, Career Training Program

Att

25X1

SECRET



SECRET

27 August 1971

Class	Date Began	No.	Present Assignment				Probably Permanent Directorate			Anticipated Perm. Transfer Dates		Remarks
			1st Int.	2nd Int.	Post Trng.	Perm. Jobs	DDP	DDI	DDS			
Jul '68	8 Jul	70			1	1			2	DDS	Dec '71	Directorate Assignments are firm
Jan '70	5 Jan	25				2			2	DDS	Oct '71	" " " " "
Jul '70	13 Jul	22			1	13	9	3	2	DDP	Oct/Nov '71	" " " " "
										DDI	Oct '71	
										DDS	Oct '71	
Jan '71	11 Jan	27		27			18	7	2	DDP	May/June '72	Directorate Assignments are tentative
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										DDS	Mar/Apr '72	
Jul '71	12 Jul	27	27				16	8	3	DDP	Aug '72	" " " " "
										DDI	Jun/Jul '72	
										DDS	Jun/Jul '72	
Projected (Last Half FY '72 and FY '73)												
Jan '72	10 Jan	25					15	8	2		March '73	
Jul '72	11 Jul	25					17	6	2		September '73	
Jan '73	12 Jan	25					16	7	2		March '74	

MR. COFFEY - FYI

30 AUG 1972

REGISTRY

RSW  
I agree with  
what [redacted]  
says - that Turing  
could restrictions  
should not be primary  
seems as if we are conforming  
what Lord Magsdun charged  
at the famous 1952  
meeting.  
Reaction?  
JWC

JWC  
Fairly, as usual,  
makes a cogent  
case -  
Re your  
approve -  
B